



**CONNECTICUT STATE UNIVERSITY  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

February 28, 2013

Senators Bye, Cassano, and Boucher, Representatives Willis, Haddad, and LeGeyt, and members of the committee:

Thank you for the opportunity to testify on S.B. 844, *An Act Implementing the Budget Recommendations of the Governor Concerning Higher Education*. My name is Vijay Nair and I am president of the Connecticut State University American Association of University Professors, which represents over 3,400 full-time and part-time faculty, librarians, coaches, and counselors at CSU.

I would like to start off by thanking Governor Malloy for proposing a budget that attempts to preserve funding for the Connecticut State Universities. However, the budget recommendation for CSU will not enable our universities to hire more full-time faculty that we urgently need and that we were told would be a result of the consolidation that occurred eighteen months ago.

Our organization has been lobbying for funding for additional full-time faculty for CSU for over ten years. Since 2003, the number of full-time faculty positions has remained relatively stable at around 1,400 while the number of part-time faculty has grown dramatically at CSU (from approximately 1250 part-time faculty in 2003 to nearly 2000 in 2013). Adequate levels of full-time faculty are crucial to the functioning of the university. Further, having inadequate numbers of full-time faculty affects student retention, graduation rates, and workforce development. Like the University of Connecticut, CSU needs a significant investment from the state to hire full-time faculty. The Connecticut State Universities also provide bachelor's and master's degrees in STEM (Science, Technology, Engineering, and Mathematics) fields and would welcome an investment in faculty so that our universities can also contribute to the Governor's goal of responding to the needs of business and industry in the state by increasing the number of STEM graduates in Connecticut.

Plans to increase the number of faculty, especially in STEM areas, were made last summer when the Board of Regents had identified \$5.5 million in savings. At that time, they pledged to hire at least 47 new faculty across all 17 ConnSCU institutions. We later learned that during this time period, many unwarranted salary increases were awarded to several ConnSCU employees while faculty salaries were frozen. Then on the heels of that discovery, the BOR instituted a hiring freeze following the Governor's rescissions in late November 2012 which cancelled out the new faculty positions. So, the reorganization has not resulted in putting more money in the classroom, which was its primary justification. Still, the Board is expected to raise tuition that our students pay, which is nothing more or less than a form of taxation imposed on those who can least afford it. We join our students in protesting this action.

Another justification for the reorganization was improved efficiency. If the history of the past year is any indication, this goal will also be unmet.

For example, the present law (PA 11-48) requires that the BOR create distinct missions for the Community Colleges, Charter Oak State College, and Connecticut State University. This section of the law was added to alleviate student and faculty concerns that their institutions and systems would lose their identities with the merger.

The ConnSCU Mission, Vision, and Goals that was approved by the BOR in September does not contain separate and distinct missions for the Community Colleges, Charter Oak State College, and CSU. The BOR has since started work on separate mission statements for the systems, but strategic planning is being driven by the ConnSCU Mission, Vision and Goals Statement, which actually makes no sense.

CSU-AAUP along with other campus leaders have written and expressed their concerns to the Board of Regents over the mission statements. They did not respond. The Faculty Advisory Committee has presented to the Board and has written to the Strategic Planning Committee. You have already heard from the FAC on the outcome.

In addition, we have had an unprecedented degree of difficulty with the administration of our collective bargaining agreement. We understand that there has been a lot of upheaval at the Board in its short tenure, but it has become extremely difficult to get anything done, including getting access to routine reports or meeting mandatory deadlines.

Before I end this testimony, I do want to share with you one success in this past year: the completion of the Transfer and Articulation Policy (TAP) that allows for an improved transfer between the Community Colleges and CSU. This achievement is due to the tireless efforts of faculty, staff, and students working together to create good policy for our students and for Connecticut. However, it should be noted that the faculty had to be extremely persistent to have their voices heard in the TAP discussion, a matter that deals mainly with curriculum which is normally under the purview of the faculty.

In conclusion, we feel that the Governor's budget recommendations present a significant challenge that this relatively new organization will have difficulty in overcoming. Thank you.

A handwritten signature in cursive script, reading "Vijay Nair".

Vijay Nair  
CSU-AAUP President